Manitoba

ANNUAL REPORT

1984

Manitoba Labour

85-6146/

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The Honourable Pearl McGonigal
Lieutenant-Governor of the Province of Manitoba
Winnipeg, Manitoba

Madame:

I have the honour to respectfully submit to you the Report of Manitoba Labour for the year 1984.

Mary Beth Dolin
Minister of Labour

December 31, 1984

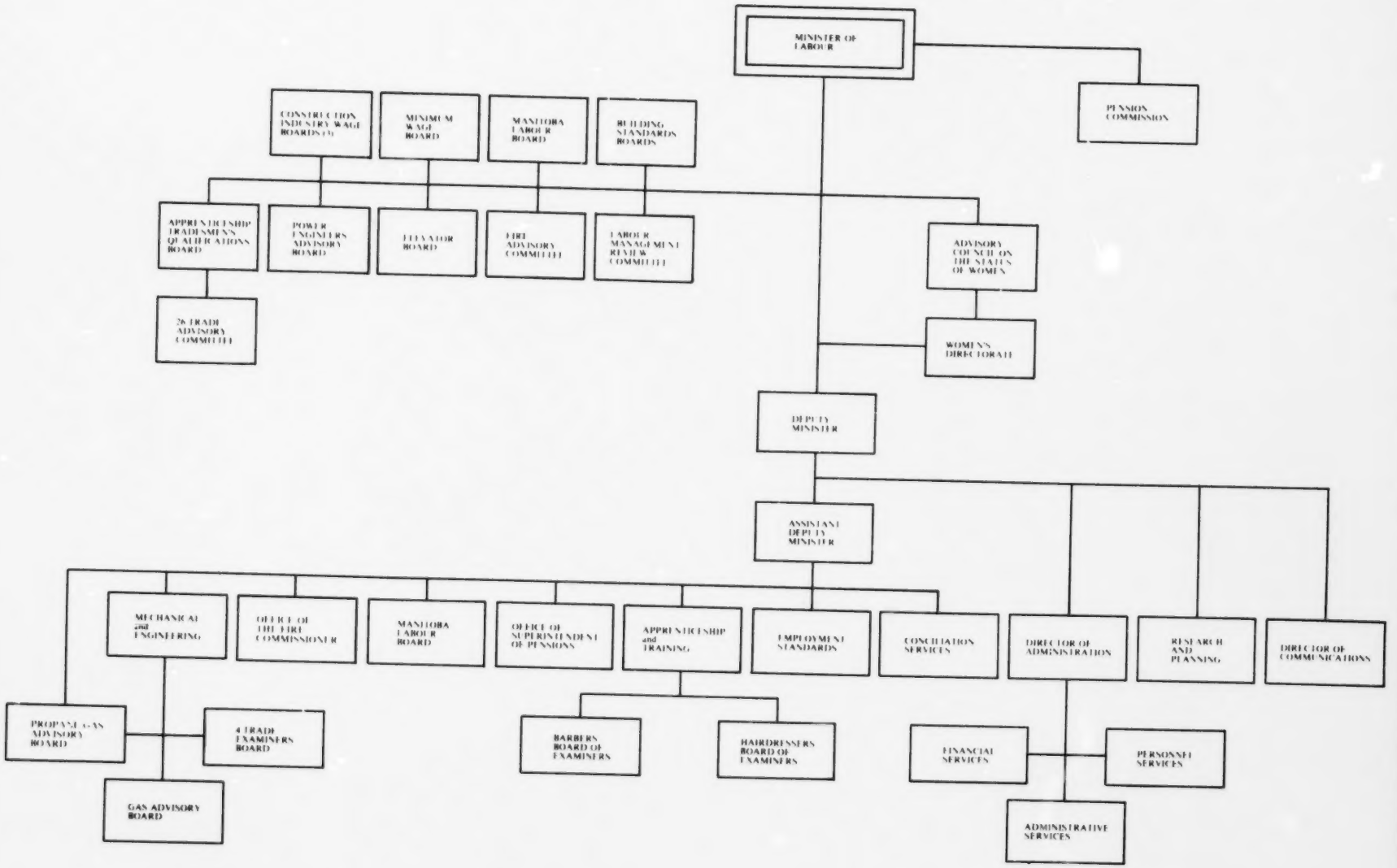
The Honourable Mary Beth Dolin
Minister of Labour
Winnipeg, Manitoba
R3C 0V8

Madame:

I have the privilege to respectfully submit to you the Report of Manitoba Labour for the year 1984.

Mary Eady
Deputy Minister
Manitoba Labour

December 31, 1984


MINISTER OF LABOUR
PENSION COMMISSION
CONSTRUCTION INDUSTRY WAGE BOARDS (3)
MINIMUM WAGE BOARD
MANITOBA LABOUR BOARD
BUILDING STANDARDS BOARDS
APPRENTICESHIP TRADESMENS QUALIFICATIONS BOARD
POWER ENGINEERS ADVISORY BOARD
ELEVATOR BOARD
FIRE ADVISORY COMMITTEE
LABOUR MANAGEMENT REVIEW COMMITTEE
26 TRADE ADVISORY COMMITTEE
ADVISORY COUNCIL ON THE STATUS OF WOMEN
WOMENS DIRECTORATE
DEPUTY MINISTER
ASSISTANT DEPUTY MINISTER
MECHANICAL and ENGINEERING
OFFICE OF THE FIRE COMMISSIONER
MANITOBA LABOUR BOARD
OFFICE OF SUPERINTENDENT OF PENSIONS
APPRENTICESHIP and TRAINING
EMPLOYMENT STANDARDS
CONCILIATION SERVICES
DIRECTOR OF ADMINISTRATION
RESEARCH AND PLANNING
DIRECTOR OF COMMUNICATIONS
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GAS ADVISORY BOARD
BARBERS BOARD OF EXAMINERS
HAIRDRESSERS BOARD OF EXAMINERS
FINANCIAL SERVICES
PERSONNEL SERVICES
ADMINISTRATIVE SERVICES

OVERVIEW

1984 marked the Department's first full year independent of its Employment Services function. This came as a result of last year's Government wide re-organization in which the Department of Employment Services and Economic Security was established.

The re-organized Department now consists of the Administration, Research and Planning, Mechanical and Engineering, Conciliation, Employment Standards and Apprenticeship Branches in addition to the Fire Commissioner's Office, the Manitoba Labour Board, Pension Commission and Women's Directorate.

The Department continued the refinement of its Role & Mission's statement and developed a more effective medium and long-range planning system. Training and Development programs were identified to improve management effectiveness in order to provide better services in all areas of the Department's responsibilities.

In the Industrial Relations sector, 1984 was the second consecutive year of relative industrial peace. There were eight workstoppages in the reporting year and although that is up over 1983, it should be noted that two of those stoppages were a result of a national dispute in the meat packing industry.

This was a major year in terms of legislative initiatives. The passage of Bill 22, an Act to Amend the Labour Relations Act in the spring of 1984, marked the culmination of a year long process involving many of the Department's Branches. The Legislation, to take effect January 1, 1985, significantly changes the Manitoba Labour Board and its relationship with the Department. The Bill also included changes to the certification and collective bargaining processes, conciliation and mediation.

The first in a series of changes to Manitoba's Pension Benefits Act, passed in 1983, came into effect in January of this year. The amendments provided for the establishment of Advisory Committees, increased disclosure requirements, broadened eligibility, established pension benefits as an evenly divisable marital asset, improved spouse benefits and terms of transfer or refund of credits upon employment termination. Manitoba's pension legislation is now among the most progressive in the country and the Province has continued to work with other Provinces to develop greater uniformity across Canada.

The 1984 amendments to the Pension Benefits Act formed the basis for one of the Departments most successful information campaigns in its history. In just six months over 370,000 information pamphlets were distributed to Manitobans requesting information on the changes.

1984 was the final year of the Women's Bureau and the start-up year of the Manitoba Women's Directorate. The Directorate is an outgrowth of the Bureau and was formed to co-ordinate the research, development, communication and evaluation of Government programs, policies, and legislation in order to ensure the enhancement of the status of women in Manitoba. The Manitoba Women's Directorate will function independent of Manitoba Labour and will report to the Legislature through the Minister responsible for the Status of Women.

Another key initiative for the Department in 1984 was in the area of Affirmative Action. Consistent with Government wide policy, the Department in conjunction with representatives of the Manitoba Government Employees Association worked to establish a committee responsible for the development and implementation of a formal Affirmative Action Program.

In February, 1984, A.J. O'Brien left his job as Superintendent of Pensions and was replaced later in the year by Wes Peters. Garry Simons joined the Department in January as the Assistant Deputy Minister and Michael Balagus was named Director of Communications in the same month.

- Amusements Act (Part II)
- Apprenticeship and Tradesmen's Qualifications Act
- Barbers Act
- Buildings and Mobile Homes Act
- Construction Industry Wages Act
- Department of Labour Act
- Electricians' Licence Act
- Elevator Act
- Employment Standards Act
- Fire Departments Arbitration Act
- Fire Prevention Act (Part II)
- Gas and Oil Burner
- Labour Relations Act
- Power Engineers Act
- Payment of Wages Act
- Pension Benefits Act
- Remembrance Day Act
- Retail Businesses Holiday Closing Act
- Steam and Pressure Plants
- Vacations With Pay Act

Department Executive

The Department Executive is composed of the Deputy Minister, the Assistant Deputy Minister, the Director of Research and Planning, the Director of Administration, the Assistant to the Deputy Minister and the Director of Communications.

The Executive is responsible for overall departmental management and therefore provides the direction, control and coordination of all available resources towards meeting the departmental objectives.

Strategic planning, policy development, program delivery and program efficiency and effectiveness are also functions of the Executive.

Executive Members

Deputy Minister	Mary Eady
Assistant Deputy Minister	Garry Simons
Director of Research and Planning	Jim Nykoluk
Director of Administration	Bob Gorchynski
Assistant to the Deputy Minister	Ethel Kolochen
Director of Communications	Michael Balagus

ADMINISTRATION

Bob Gorchynski
Director

Administration Division

Director: Bob Gorchynski

The Administration Division consists of the Finance and Accounting Services Branch, the Personnel Management Services Branch and the Administrative Services Section. The Division provides those central support services essential to the operation of the Department. These services are provided under the general direction of the Director of Administration and include planning and administrative policy development, finance and accounting services, personnel management services and general administrative services.

Financial and Accounting Services Branch

The Financial and Accounting Services Branch provides a broad range of financial, accounting and budget services to the Department. These services include the following:

- Coordination and presentation of the departmental budget submission.
- On-going monitoring and analysis of expenditures and revenues as they relate to the approved budget, to cash flow projections and to commitment reports.
- Payment of accounts, grants and other financial transactions involved in administering departmental programs.
- Handling and accounting for all revenues received by the Department.
- Reviewing and processing of all departmental submissions which have financial implications.
- Provision of assistance and advice to program directors and managers in matters relating to financial and administrative aspects of program development, implementation and delivery.

Personnel Management Services Branch

The Personnel Services Branch provides a centralized service to the Department in the areas of job evaluation, staffing, performance review and development, training, coordination of departmental Affirmative Action, employee relations, employee benefits and payroll administration.

Continuing goals for Personnel Services in 1985 include:

- Co-ordinating the development and implementation of an Affirmative Action Program for the Department.
- Implementation of a departmental training and development program including the identification, analysis and follow-up on staff training needs.
- Implementation of an Orientation Program.

Administration Services Section

Provides all branches in the Department, both urban and rural, with general administrative advice and guidance with respect to vehicle management, space planning, office equipment and copier purchases, furniture and furnishings, telecommunications and other government policies and directives.

LABOUR — INDUSTRIAL RELATIONS

Garry Simons
Assistant Deputy Minister

Mechanical and Engineering

Acting Director, Wayne Mault

The Mechanical and Engineering Branch is responsible for the administration of six Acts and associated Regulations dealing with general public safety through inspection of equipment and licensing of tradespeople. The various acts and regulations cover design, construction, installation and operation of certain mechanical, electrical and fuel-fired equipment and the examination and licensing or certification of electricians, gas fitters, power engineers and projectionists.

Through its inspections, the Branch continued to promote safety and safety awareness. A total of 12,900 inspections alerted various owners of boilers and pressure vessels to some 548 potential hazards. Partly as a result of this program, there were no fatalities or major accidents in the areas over which the Branch has jurisdiction.

Seminars on the Safe Use of Solid Fuel Appliances — wood stoves, fireplaces, etc. continued. There continues to be a strong interest by the public in this subject. The booklet "The Safe Use of Solid Fuel Appliances" was revised, reprinted and widely distributed.

In 1984 responsibility for the Buildings and Mobile Homes Act was transferred to the Office of the Fire Commissioner with the exception of plumbing and mobile home inspections.

Table 1

Number of Inspections Made and Certificates Issued
Under The Steam and Pressure Plants Act
November 1, 1983 — October 31, 1984

	Number of Inspections				
Type of Equipment	Existing[1] Installations	New[2] Installations	Shop[3] Inspections	Total	Number of[4] Certificates Issued
Boilers	7,168	213	1	7,382	6,001
Unfired Pressure Vessels	4,578	510	1,571	6,659	4,252
Refrigeration Plants	385	47	—	432	420
Nuclear Equipment	—	—	69	69	—
Medical Gas	27	7	—	34	—
Total	12,158	777	1,641	14,576	10,673

[1]The 4,578 includes 256 inspections of anhydrous ammonia portable vessels, stationary vessels, plant equipment and truck equipment.
[2]The 510 includes 37 inspections of anhydrous ammonia portable vessels, stationary vessels, plant equipment and truck equipment.
[3]These inspections were on the premises of the manufacturers at the time of fabrication. The 1,571 includes 75 inspections of prefabricated pressure piping.
[4]Certificates are issued each year in respect of all boilers and refrigeration plants and once every two years in respect of unfired pressure vessels. More than one inspection of an installation is sometimes made during the year so the number of inspections may not coincide with the number of certificates issued.

Table 2

Welders Tested and Licences Issued
Under the Steam and Pressure Plants Act
November 1, 1983 – October 31, 1984

Number of applicants		778
Number of passing	579	
Number failing	199	
Number of licences issued		579
Unrestricted licence[1]	423	
Company[2]	156	

[1]Entitles holder to perform work on boilers and pressure vessels throughout Manitoba.
[2]Valid only for work performed on boiler and pressure vessels in the Plant concerned.

Table 3

Number of Designs Examined and Registered
Under The Steam and Pressure Plants Act[1]
November 1, 1983 – October 31, 1984

Unfired Pressure Vessels	214
Propane or Ammonia Vessels	39
Nuclear Vessels	–
Boilers	29
Heat Exchangers	11
Welding Procedures	76
Valves and Fittings	58
Medical Gas Piping	5
Anhydrous Ammonia Facilities	6
Refrigeration Plants	2
Revisions to Registered Designs	7
Elevators	81
Propane Facilities	77
Miscellaneous	1
Total	606

[1]An affidavit of Manufacturer is required for every boiler and pressure vessel installed in Manitoba. In The time period under review, 810 such affidavits were processed.

Table 4

Number of Certificates Issued Under
The Power Engineers Act
November 1, 1983 – October 31, 1984

Class of Certificate	Number of Examinations Conducted	Number of Certificates Issued Including Renewals
1st Class	26	156
2nd Class	168	365
3rd Class	218	573
4th Class	157	897
5th Class	253	1,694
Steam Traction Engine Class	–	48
Refrigeration	51	160
Total	873	3,893

Table 5

Number of Licences Issued Under
The Electricians' Licence Act
November 1, 1983 — October 31, 1984

Class of Certificate	Number of Examinations Conducted	Number of Certificates Issued Including Renewals[1]
Journeyman Electrician	5	129
Journeyman Power Electrician		85
Limited Construction Electrician	23	5
Limited Maintenance Electrician	31	4
Limited Appliance Repair Electrician	6	3
Limited Specialized Trade Electrician	21	10
Electronic Serviceman (Radio)		
Electronic Serviceman (Radio & T.V.)	4	1
Total	90	237

[1]Includes 93 Journeyman Licences to apprentices who completed their apprenticeship. Electrician's licences are issued on a four year basis. The next general renewal time for these licences will be in 1985.

Table 6

Number of Inspections of
Electrical Installations Under
The Electrician's Licence Act

November 1, 1983 — October 31, 1984

Type of Inspection	Number of Inspections
Electrical Installations in Buildings	
Conductivity Tests of Hospital Operating Room Floors	
Fire and Explosion Investigations	20
Total	20

Table 7

Inspection of Non C.S.A. Approved
Electrical Equipment
Under The Electrician's Licence Act

November 1, 1983 — October 31, 1984

Items inspected and labelled	6,929
Items rejected	284
Total	7,213

Table 8

Inspections Under
The Gas and Oil Burner Act

November 1, 1983 — October 31, 1984

Type of Installation	Number of Inspections
Domestic Gas Appliances	711
Commercial and Industrial Gas Equipment	1,166
Domestic Oil Appliances	17
Commercial and Industrial Oil Equipment	76
Propane Equipment	724
Propane Storage and Filling Plants	439
Construction Heaters	144
Chimneys, Flues and Vents	58
Fire and Explosion Investigations	30
Total	3,365

Table 9

Issue of Permits to Install
Gas and Oil-Fired Equipment
Under The Gas and Oil Burner Act

November 1, 1983 — October 31, 1984

Type of Installation	Number of Permits Issued
Domestic Gas Appliances	16,791
Commercial and Industrial Gas Equipment	2,266
Domestic Oil Appliances	15
Commercial and Industrial Oil Equipment	55
Total	19,127

Table 10

Survey of Plans for Gas and Oil Installations
Under The Gas and Oil Burner Act

November 1, 1983 October 31, 1984

Type of Equipment	Number of Plans Received	Approved	Rejected
Gas Equipment	533	461	72
Oil Equipment	3	3	
Total	536	464	72

Table 11

Inspections of Non-Approved
Gas and Oil-fired Equipment
Under The Gas and Oil Burner Act[1]

November 1, 1983 October 31, 1984

Type of Equipment	Number of Inspections
Gas-Fired Equipment	805
Oil-Fired Equipment	53
Chimneys	32
Total	890

[1]Equipment which is inspected and approved is labelled.

Table 12

Licences Issued to Gas Fitters and
Oil Burner Installers
Under The Gas and Oil Burner Act

November 1, 1983 October 31, 1984

Class of Licence	Number of Examinations Conducted	Number of Licences Issued Including Renewals
Oil Burner Installers	10	314
Domestic Gas Fitters	58	1,015
Commercial and Industrial Gas Fitters	8	189
L.P. Gas Fitters	2	20
Special Gas Fitters	–	60
Utility Gas Fitters	3	153
Total	81	1,751

Table 13

Permits Issued, Inspections Made and
Elevator Plans Surveyed
Under The Elevator Act

November 1, 1983 October 31, 1984

Type of Elevator	Permits Issued	Number of Inspections	Number of New Elevators Approved For Service
Passenger Elevators	1,389	1,226	58
Freight Elevators	480	505	
Escalators	142	77	2
Dumbwaiters	179	145	1
Hand Powered Elevators	13	31	
Man Lifts	30	17	
Manhoists	2	10	
Ski Lifts	15	23	
Inclined Passenger Lift	7	16	15
Total	2,257	2,050	76

Table 14

Number of Licences Issued
Under The Amusements Act (Part II)

November 1, 1983 – October 31, 1984

Class of Licence	Number of Examinations Conducted	Number of Licences Issued, Including Renewals
Projectionists	1	114
Apprentices*		
Total	1	114

*Persons may become apprentices on application. They are not examined.

Table 15

Inspections[1] of Amusement Rides and Booths

November 1, 1983 – October 31, 1984

Total Number of Inspections	418
Orders Issued for Remedial Action	253
Electrical Hazards	102
Mechanical Hazards	151
Number of Rides Condemned	0

[1]Inspections and re-inspections, where necessary, were made of amusement rides and booths operated during the year by 15 shows in 21 locations in the Province.

Table 16

Permits and Labels Issued for Mobile Homes And Travel Trailers Under The Building and Mobile Homes Act

November 1, 1983 – October 31, 1984

Permit to Sell or Lease[1]	591
Special Approval of Non-Certified Units[2]	107
Total Inspection and Certification of Non-Approved Units[3]	151
Total Inspection and Certification at Site of Manufacturer	62
Total	911

[1]Following inspection for apparent hazards, in many cases units require more than one inspection prior to being approved.
[2]Following inspection for apparent hazards in units owned by individuals prior to April 1, 1976.
[3]Individual units brought into the Province from the U.S. or other areas not C.S.A. labelled or units constructed by individual owners in Manitoba.

Office of the Fire Commissioner

Fire Commissioner, A.M. (Gus) Thorimbert

The Office of the Fire Commissioner administers Part II of the Fires Prevention Act, the Manitoba Fire Code (Regulation 15/77); Fire Hose Couplings and Fittings (Regulation 96/64). In addition the office also administers the application of the Building and Mobile Homes Act.

The overall goals of the Fire Commissioner's Office are to promote the prevention of fires and to minimize loss of life and property when fires occur.

In doing so, the Branch has seven specific objectives:

- To promote and encourage the safety of persons; to reduce life and property loss in respect to fire, dangerous goods, structural and mechanical matters and other hazards.
- To suppress arson and investigate the cause, origin and circumstances of fires.
- To advise and train the fire service and other interested groups in Fire Prevention Protection practices and non-fire related emergency incidents.
- To advise and train building officials and other interested persons in the application of the Manitoba Building Code.
- To promote public education in Fire Prevention practices and life safety measures.
- To collect and analyse data to reduce cause of fires and other life safety hazards.
- To recommend relevant legislation.

The Branch which is directed by the Fire Commissioner, has a number of sections to carry out specific functions. These include the Manitoba Fire College; Administration, Engineering and Technical Services, Field Services, Investigations, and Statistical sections.

Engineering and Technical Services

This section resulted from the amalgamation of the Technical Services section of this office with the Building Standards Division of the Mechanical and Engineering Branch of the Department, December 1, 1983.

Engineering and Technical Services will be responsible to review and approve building plans for new and existing construction; administer and apply the Manitoba Building Codes; the inspection of buildings to ensure satisfactory standards of life and fire safety have been achieved in both new construction and upgrading of existing buildings; in addition to the issuing of building permits.

Field Services Section

In April, 1984 the office was re-organized in an attempt to better serve our clients. As a result of the re-organization, the Fire Training and Special Services section was separated from the Manitoba Fire College and was incorporated with the existing Prevention section to form the Field Services section.

This section will provide consultations, assistance and training to all fire service personnel; government agencies and municipal councils on all fire prevention protection matters. Fire prevention inspections are conducted regularly by staff in residential care and day care facilities; senior citizens and all institutional occupancies.

In December, 1983 the responsibility for the administration of the Manitoba Building Code was transferred from the Mechanical and Engineering Division of the Department to the Office of the Fire Commissioner.

The Fire Commissioner will be responsible for the administration of the Manitoba Building Code in conjunction with the Manitoba Fire Code. The purpose of this changeover will create uniformity in the application of both codes.

The Building Standards Board with its Standing Committees met on 22 occasions to discuss all aspects of the Manitoba Building Code.
In December, 1983 Manitoba Regulation 246/83 was adopted as an amendment to the Manitoba Building Code. Being a regulation of the Building and Mobile Homes Act, this provided for barrier-free access and came into force March 1, 1984.
The Fire Advisory Committee with its five subcommittees met five times to discuss the Manitoba Fire Code, fire protection and suppression services in the Province, development of regulations for upgrading of existing hotels and motels, central reporting and monitoring of fire alarm systems, extinguisher servicing, special fire extinguishing system installation and servicing, and fire alarm system installation, servicing and inspection.

Investigation Section

This section investigates fatal fires, major fires, suspicious or arson fires and others where the cause and/or origin are in doubt. Fire investigations are requested by fire departments, insurance adjusters and other government or law enforcement agencies which may co-operate in an investigation.

During the period November 1, 1983 and October 31, 1984, the Investigation section in conjunction with law enforcement agencies, undertook 873 fire investigations. As a result of these investigations 76 persons were charged and 43 convicted while 35 cases are still pending.

Manitoba Fire College

The Manitoba Fire College which operates in co-operation with the Assiniboine Community College offered 288 courses in fire prevention and inspection, fire protection training for fire service personnel and those working in care institutions, government staff, along with the insurance industry and the general public.

Statistical Section

The Statistical section is responsible for gathering and compiling data concerning fire loss statistics and the activities of the fire services in the province.

Data collected is used to provide information for the Department as a whole, the fire and police services and the insurance industry.

Table 1

Number and Dollar Loss of Fires[1]

1974 - 1983

Year	Number of Fires	Dollar Loss (000's)
1974	5,807	$23,162
1975[2]	5,779	23,382
1976[2]	7,326	30,740
1977[2]	6,878	25,342
1978[2]	5,824	27,553
1979[2]	5,868	39,121
1980[2]	7,576	52,431
1981[2]	6,760	36,822
1982[2]	6,076	37,310
1983[3]	6,581	32,203

[1]The most recent data available pertain to the year 1983.
[2]Revised
[3]Preliminary

Table 2

Losses By Major Property Classification[1]

Property Classification	Numer of Fires	Percentage of Total	Dollar Loss	Percentage of Total
Assembly	107	1.6%	$ 1,219,308	3.8%
Institutional	53	.8	28,873	.1
Residential	2,445	37.2	16,019,791	49.8
Business and Personal Services	25	.4	353,428	1.1
Mercantile	100	1.5	2,621,732	8.1
Industrial Manufacturing Properties	84	1.3	3,736,725	11.6
Industrial Storage Properties	219	3.3	2,148,274	6.7
Special Property-Transportation Equipment	3,261	49.5	3,518,176	10.9
Miscellaneous	287	4.4	2,556,914	7.9
Total	6,581	100.0%	$32,203,221	100.0%

[1]The most recent data available pertains to the year 1983.

Table 3

Fires In Which Losses Exceeded $250,000

November 1, 1983 – October 31, 1984

Date of Fire	Location	Occupancy	Reported Cause	Amount of Loss[1]
83 11 20	Churchill	Hotel	Undetermined — suspicious	$ 295,000[2]
83 11 27	Brandon	Mercantile	Undetermined	387,444
84 01 28	Dauphin	Hotel	Accidental	254,149[2]
84 02 04	Steinbach	Industrial Storage	Accidental	300,000
84 02 09	Split Lake Indian Reserve	Mercantile	Undetermined — accidental	990,000
84 03 13	Gods Lake Narrows Indian Reserve	School	Undetermined	3,000,000
84 03 19	Dauphin	School	Vandalism	1,800,000
84 03 28	Winnipeg	Industrial Storage Warehouse	Incendiary	500,000
84 04 29	Unincorporated area	Fishing Lodge	Undetermined — accidental	381,000
84 05 19	Winnipeg	Vacant Apartment Mercantile	Incendiary	250,000
84 05 19	Winnipeg	Industrial Storage Warehouse	Undetermined	311,000
84 06 02	L.G.D. Piney	Industrial Manufacturing	Undetermined	500,000
84 06 08	Winnipeg	Residential	Accidental	256,000
84 06 22	Winnipeg	Businesses	Incendiary	430,000
84 06 29	Winnipeg	Business Bowling Lanes	Incendiary	370,000
84 07 09	R.M. East St. Paul	Mercantile/Residential	Undetermined — accidental	290,000
84 07 20	Winkler	Meat Processing Plant	Accidental	600,000
84 07 20	R.M. Hanover	Barn	Undetermined — accidental	695,000
84 08 01	Dauphin	Newspaper Publishing	Incendiary	400,000
84 08 02	L.G.D. Reynolds	Peat Moss Plant	S.U.I.	2,500,000
84 08 13	R.M. St. Andrews	Fish Plant	Undetermined — accidental	300,000
84 08 23	R.M. Stanley	Barn	Undetermined — accidental	258,000
84 09 05	R.M. Ellice	Barn	Undetermined — accidental	515,000
84 09 08	Riding Mountain National Park	Restaurant	Accidental	521,000
84 09 30	City of Portage la Prairie	Industrial Storage	S.U.I.	1,100,000
84 10 04	R.M. St. Andrews	Fish Plant	Undetermined	1,000,000

[1]Estimated Loss
[2]Insurance Claim Settlement

Table 4

Number of Fires Resulting in Death and Details of Fatalities

1979-1984

Years	Number of Fires	Fatalities			
		Men	Women	Children	Total
1979 - 1980	28	16	9	8	33
1980 - 1981	35	20	15	15	50
1981 - 1982	28	17	13	11	41
1982 - 1983	36	24	10	11	45
1983-1984	24	17	8	11	36

Table 5

Causes of Fire Fatalities

November 1, 1983 – October 31, 1984

Cause of Fire	Number of Fatalities				Percentage of Fires
	Men	Women	Children	Total	
Incendiary	2	1	–	3	8.3%
Carelessness	2	–	2	4	11.1
Misuse of Material Ignited	1	–	1	2	5.6
Mechanical Failure	1	–	1	2	5.6
Construction, Design Installation Deficiency	1	1	1	3	8.3
Misuse of Equipment	–	–	–	–	–
Human Failing[1]	6	1	2	9	25.0
Lack of Maintenance	–	–	–	–	–
Vehicle Accident	1	–	1	2	5.6
Undetermined	3	5	3	11	30.5
Unclassified	–	–	–	–	–
Total	17	8	11	36	100.0%

[1]The presence of alcohol contributed directly or indirectly to the fire fatalities.

Table 6

Inspections Conducted Under The Fires Prevention Act[1]

November 1, 1983 — October 31, 1984

ASSEMBLY OCCUPANCIES:

Group	Division	Occupancy Code	Occupancy	Inspections Conducted
A	1	01	Motion pictures; theatres	2
		04	Theatres (including experimental theatres)	1
	Division Sub-Total			3
A	2	03	Bowling alleys	2
		04	Churches and similar places of worship	55
		05	Clubs (non-residential)	4
		06	Community halls	34
		08	Dance halls	5
		09	Day care centres	136
		12	Indoor swimming pools (no audience seating)	1
		13	Lecture halls	1
		14	Libraries	3
		15	Licensed beverage establishments	4
		16	Lodge rooms	4
		17	Museums	4
		18	Passenger stations and depots	2
		19	Recreational piers	3
		20	Restaurants	31
		21	Schools and colleges (non-residential)	66
		22	Undertaking premises	2
		99	Miscellaneous	23
	Division Sub-total			380
A	3	01	Arenas	2
		03	Ice Rinks	13
	Division Sub-Total			15
	GROUP TOTAL			398

INSTITUTIONAL OCCUPANCIES:

Group	Division	Occupancy Code	Occupancy	Inspections Conducted
B	1	03	Police stations (with detention quarters)	1
	Division Sub-Total			1
B	2	01	Childrens custodial homes (10 or more occupants)	1
		03	Homes for the aged	55
		04	Hospitals	31
		99	Miscellaneous	11
	Division Sub-Total			98
	GROUP TOTAL			99

RESIDENTIAL OCCUPANCIES:

Group	Division	Occupancy Code	Occupancy	Inspections Conducted
C	1	01	Apartments	211
		02	Boarding houses	1
		06	Dormitories staff residences	5
		07	Hotels	40
		08	Houses	698
		09	Lodging houses	2
		11	Motels	9
		99	Miscellaneous	1
		GROUP TOTAL		967

BUSINESS AND PERSONAL SERVICES:

Group	Division	Occupancy Code	Occupancy	Inspections Conducted
D	1	01	Banks	8
		02	Barber and hairdressing shops	6
		06	Dental offices	4
		07	Laundries (self-service)	3
		08	Medical offices	6
		09	Offices	42
		11	Radio stations	1
		12	Small tool and appliance rental and service	5
		13	Telephone exchange	4
		GROUP TOTAL		79

MERCANTILE OCCUPANCIES:

Group	Division	Occupancy Code	Occupancy	Inspections Conducted
E	1	01	Department stores	4
		02	Exhibition halls	1
		03	Markets	3
		04	Shops	31
		05	Stores	47
		06	Supermarkets	3
		99	Miscellaneous	265
		GROUP TOTAL		354

INDUSTRIAL AND STORAGE OCCUPANCIES:

Group	Division	Occupancy Code	Occupancy	Inspections Conducted
F	1	01	Bulk plants for flammable liquids	8
		02	Bulk storage warehouses for dangerous substances	3
		06	Dry cleaning plants	2
		07	Feed Mills	2
		09	Grain elevators	7
		14	Spray painting operations	2
	Division Sub-Total			24
F	2	01	Aircraft hangars	2
		02	Box factories	1
		04	Cold storage plants	2
		06	Electrical substations	1
		07	Factories	1
		08	Freight depots	1
		11	Laundries (except self-service)	1
		12	Mattress factories	1
		14	Printing plants	2
		15	Repair garages	87
		16	Sales rooms	1
		17	Service stations	12
		19	Television studios (not admitting a viewing audience)	2
		20	Warehouses	5
		21	Wholesale rooms	4
		22	Woodworking factories	3
		23	Workshops (welding)	7
		24	Lumberyards	2
	Division Sub-Total			135
F	3	01	Creameries	2
		02	Factories	2
		07	Storage garages (includes open air parking garages)	9
		08	Storage rooms	3
		09	Warehouses (agricultural storage)	3
	Division Sub-Total			19
	GROUP TOTAL			178
MISCELLANEOUS UNCLASSIFIED (All Categories)				165
TOTAL INSPECTIONS				2,240

[1]The number of inspections shown were conducted by office staff; the City of Thompson Fire Department and all rural fire departments participating in the Municipal Fire Prevention Program.

Table 7

Engineering and Technical Services[1]

November 1, 1983 – October 31, 1984

Class of Property[2]	Type of Activity			
	Plans Examined	Reports Issued	On-Site Inspections	Bldg. Permits Issued
Assembly	242	290	720	193
Institutional	77	46	161	27
Residential	276	281	169	235
Mercantile and Personal Services	43	38	51	17
Industrial	203	147	127	70
Miscellaneous	20	15	26	
Total	861	817	1,254	542

[1]The unit has conducted 6,324 meetings and consultations.
[2]The classes are defined in the Manitoba Building Code.

Table 8

Fire Prevention and Fire Training Educational Activities[1]

November 1, 1983 — October 31, 1984

Type of Activity	Number Held	Attendance
MEETINGS:		
Fire Departments	77	638
Government (All Levels)	87	755
School or School Division Officials	4	23
Institutional Administrations	14	58
Commercial and/or Industrial	3	94
Municipal Fire Prevention Officers	1	1
Fire Service Instructors	5	10
Building Inspectors	2	5
Mutual Aid	60	938
Uniform Training Program	7	19
Special Projects/Unclassified	163	2,135
CONSULTATIONS:		
Fire Chiefs	899	1,314
School or School Division Officials	23	64
Government (All Levels)	405	690
Administrators of Institutions	53	98
Commercial; Industrial and/or Institutional	117	172
Municipal Fire Prevention Officers	14	27
Fire Prevention Officers	77	98
Fire Service Instructors	63	76
Mutual Aid Officers	9	16
Building Inspectors	8	17
Day Care Administrators/Co-ordinators	48	72
Unclassified	14	43
TRAINING:		
Fire Departments	115	1,447
Hospital Staffs	29	511
Nursing Home Staffs	8	180
Other Institutional Staff	7	129
Commercial; Industrial and/or Institutional	2	48
Mutual Aid	1	7
Uniform Training Program	6	49
Special Projects/Unclassified	46	1,073
MISCELLANEOUS:		
Film/Slide Showings	15	430
Fire Drills/Evacuations	11	1,117
Lecture Presentations and/or Work Shops	17	451
Fire Protection Surveys	3	n/a
Fire Apparatus Specifications	14	n/a
Pumper Tests	9	n/a
Unclassified	3	19

[1]The Branch organizes meetings with the general public or particular groups such as those indicated for purposes of increasing public understanding of fire prevention, initiating and improving fire protection programs, assessing fire fighting equipment needs and arranging training for institutional staffs relating to fire protection.

Table 9

Investigations Conducted Under The Fires Prevention Act[1]

November 1, 1983 — October 31, 1984

Investigations Requested by Fire Authorities in:	
Winnipeg	496
Other Urban Areas	48
Rural Areas	329
Total	873
Causes Determined After Investigations:	
Accidental	464
Incendiary	141
Vandalism	48
Undetermined — Accidental	175
— Suspicious	34
Still Under Investigation	11
Total	873

[1]Total includes investigations by Police authorities.

Table 10

Prosecutions Related To Incendiary Fires

November 1, 1983 — October 31, 1984

	Number of Persons Charged				Number of Persons Convicted[1]				
	Adults		Juveniles		Adults		Juveniles		
Investigations	Male	Female	Male	Female	Male	Female	Male	Female	Number of Juveniles Warned
873	48	4	13	1	36	2	4	1	68

[1]At present there are 35 court cases pending.

Table 11

Manitoba Fire College[1]

November 1, 1983 — October 31, 1984

Courses	Number Held	Attendance
Anhydrous Ammonia Seminar	7	261
Care Institutional Fire Protection and Emergency Planning	13	251
Care Institutional Training Seminar	64	1,491
Dangerous Goods		
Transportation of	2	36
Command and Control	21	467
Phase IV	31	462
Fire Prevention and Inspection	2	25
Fire Cause Determination and Arson Detection Seminar[2]	6	136
Fire Control	4	38
Fire Department Management	2	32
Fire Investigation Procedures[2]	2	29
Fire Investigation Detection and Observation[2]	71	621
Fire Fighting Practices	24	309
Fire Fighting Strategy	8	133
Fire Prevention and Inspection		
Level I	8	100
Level II	3	29
Fire Service Instructor		
Level I	4	26
Level II	2	16
Organization and Administration	5	56
Pump Operators	1	6
Search and Rescue	7	66
Vehicle Extrication	1	32
Total	288	4,622

[1]The courses held at the Manitoba Fire College are aimed at instructing local fire department officers, institutional and government staffs of potential fire hazards, and understanding the application of the Manitoba Fire Code so that a reasonable degree of safety to the occupants in existing buildings is provided as well as providing fire safety plans.

[2]These courses were held to assist local police and fire services personnel in the identification of cause, origin and circumstances surrounding fire. The courses are conducted by the Fire Investigation Section.

Manitoba Labour Board

Acting Registrar: Janet Duff

The Manitoba Labour Board is responsible for furthering harmonious relations between employers and employees. The Board's objectives are:

- To help develop sound union-management relations.
- To adjudicate on matters under the Employment Standards Act, The Construction Industry Wages Act, the Payment of Wages Act and the Workplace Safety and Health Act.

The Board's primary responsibility, however, is in administering certain sections of The Labour Relations Act.

The actions and efforts of unions and employers and economic and other conditions which come to bear are the main influences on the Board, its daily operations and its general tone. The legislation itself is basically enabling and facilitates the Board's operations.

Because labour relations is not static, the Board is continually re-evaluating its functions and operations. In doing so, it monitors union membership and certification trends and reviews the outcome of unfair labour practice cases. It also considers subjective information such as the views of labour and management on the strengths and weaknesses of current legislation and on the procedures and usefulness of the Board. In this way, the Board is better able to make necessary changes and modifications in enhancing harmonious labour relations in Manitoba.

The Manitoba Labour Board is aware that it occupies a responsible position in Manitoba's labour relations community. Consequently the Board has, over the past year, endeavoured to provide the labour relations community with an understanding of its decisions by the issuance of written reasons in cases dealing with new or significant issues affecting that community.

The Board has also addressed the issue of arbitration awards and has encouraged the practitioners in this important area of labour relations to forward copies of arbitration awards to the Board's library, where they can be catalogued and maintained in a central location as a source of information to the various practitioners.

With the passing of Bill 22, the Board's structure and functions have been altered. Much time has been spent in the latter part of this year preparing for the changes scheduled to take effect on January 1, 1985.

Table 1

TOTAL NUMBER OF APPLICATIONS FILED WITH THE MANITOBA LABOUR BOARD

November 1, 1983 — October 31, 1984

UNDER THE LABOUR RELATIONS ACT	222
UNDER THE EMPLOYMENT STANDARDS ACT	319
UNDER THE PAYMENT OF WAGES ACT	369
UNDER THE VACATIONS WITH PAY ACT	4
UNDER THE WORKPLACE SAFETY & HEALTH ACT	9
	923

TOTAL NUMBER OF APPLICATIONS DISPOSED OF BY THE MANITOBA LABOUR BOARD

November 1, 1983 — October 31, 1984

UNDER THE LABOUR RELATIONS ACT	197
UNDER THE EMPLOYMENT STANDARDS ACT	310
UNDER THE PAYMENT OF WAGES ACT	336
UNDER THE VACATIONS WITH PAY ACT	4
UNDER THE WORKPLACE SAFETY & HEALTH ACT	6
	853

Table 2

Statistics Relating To The Administration Of The Labour Relations Act
By The Manitoba Labour Board

November 1, 1983 – October 31, 1984

Type of Case	Cases Carried over from 1983	Cases Filed in 1984	TOTAL	Disposition of Cases			Number of Cases of 1984	Number of Cases Pending
				Granted	Dismissed	Withdrawn		
Application for Certification	11	75	86	58	5	7	70	16
Application for Revocation	–	6	6	4	–	1	5	1
Application for Board Ruling	10	17	27	2	4	15	21	6
Application for Amended Certificate	3	29	32	28	–	2	30	2
Application for Section 10(1)[1]	–	6	6	5	–	–	5	1
Application for Section 10(3)[2]	–	9	9	9	–	–	9	–
Application for Section 22[3]	3	57	60	1	5	32	38	22
Application under Section 36	1	3	4	1	1	–	3	1
Application under Section 57[4]	–	9	9	2	–	6	8	1
Application under Section 75.1[5]	3	3	6	3	–	1	4	2
Application for Consent to Prosecute	1	1	2	–	–	1	1	1
Application for Termination of Bargaining Rights	–	–	–	–	–	–	–	–
Termination of Collective Agreement	0	1	1	1	–	–	1	–
Application pursuant to 35(d)	0	1	1	0	0	1	1	–
Application for Reconsideration	0	3	3	–	–	2	2	1
Total	21	145	166	56	10	62	128	38

[1]When an application for certification is filed with the Board, changes in conditions of employment cannot be made without the Board's consent until the application is disposed of.

[2]Within the first 90 days following certification of a union as a bargaining agent, strikes and lockouts are prohibited, and changes in conditions of employment cannot be made without the consent of the bargaining agent. Applications under this sub-section are for an extention of this period of up to 90 days.

[3]Where persons allege they have been discriminated against in respect of their employment or membership in a union, they may apply to the Board under Section 22 and the Board may issue an order which may include reinstatement and/or compensation for monetary loss or interference of a person's rights.

[4]Failure to bargain collectively after notice given by other party.

[5]Ministerial Referral requesting the Board to prepare a first Collective Agreement.

Table 3

Statistics Relating To The Administration Of The Labour Relations Act
Respecting Representation Votes

November 1, 1983 – October 31, 1984

Type of Application Involving Vote	Number of Votes Conducted	Number of Employees Affected by Votes		Applications GRANTED After Vote	Applications DISMISSED After Vote	Outcome Pending
Certifications	4	87	n/a	3	1	—
Pre-Hearing (Certification)	3	1112	Number of Pre-Hearing Votes Counted 1	1	2	—
Revocation	1	9	n/a	1	—	—
Pre-Hearing (Revocation)			Number of Pre-Hearing Votes Counted			

Table 4

Statistics Relating To The Administration Of The Employment Standards Act

November 1, 1983 October 31, 1984

Type of Case	Applications Carried Over From 1983	Applications Filed In 1984	Total	Rulings Made	Applications Withdrawn	Number of Applications Disposed Of 1984	Number of Applications Pending at October 1984
Applications pursuant to Section 32	7	259	266	240	3	243	23
Application pursuant to Section 35	14	60	74	66	1	67	7

Table 5

Statistics Relating To The Administration Of The Payment Of Wages Act

November 1, 1983 – October 31, 1984

Type of Case	Applications Carried Over From 1983	Applications Filed In 1984	Total	Orders Issued By The Board	Applications Withdrawn	Applications Disposed Of In 1984	Applications Pending At October 31, 1984
Application pursuant to Section 8	75	369	444	312	24	336	108

Table 6

Statistics Relating To The Administration Of The Vacations With Pay Act

November 1st, 1983 – October 31, 1984

Type of Case	Cases Carried Over From 1983	Cases Filed In 1984	Total	Orders Issued	Claims Dismissed	Claims Withdrawn	Number of Cases Disposed Of 1983	Number of Cases Pending October 1984
Plant Vacation Shutdown	—	4	4	4	—	—	4	—

Table 7

Statistics Relating To Administration Of The Workplace Safety & Health Act By The Manitoba Labour Board

November 1, 1983 – October 31, 1984

Type of Case	Applications Carried Over From 1983	Applications Filed In 1984	Total	Ruling Made	Applications Withdrawn	Number Disposed Of In 1984	Number of Applications Pending October 1984
Application for Remedy of Alleged Discriminatory Actions	2	7	9	4	2	2	5
Appeal from Director's Order	—	2	2	—	2	2	—

Pension Commission

Director, Wes Peters

Duties and Functions:

The office of the Superintendent operates directly in accordance with the Pension Benefits Act of Manitoba and Regulations. Our objective is:

1. To encourage the establishment, extensions and improvement of pension plans throughout Manitoba.
2. To educate and provide interpretation of the Pension Benefits Act to all employers, plan members, plan administrators and the general public.
3. To assist the above clients and Government Departments who wish to utilize our special skills and expertise.
4. To register plans and protect plan members rights and ensure that Manitobans can retire with financial solvency.
5. To enlist the opinions, participation and help of all branch personnel in the decision-making process.
6. To review current legislation and present recommendations for improvements.
7. To practice democratic decision making, affirmative action and effective planning within the department and to present these practices as examples to others.

The Pensions Branch is also responsible for upholding the reciprocal agreements made with other provinces having similar legislation. Legislation similar to the Pension Benefits Act in Manitoba has been enacted by Ontario, Quebec, Saskatchewn, Alberta, Nova Scotia and Canada (Federal Government).

1984 has been a year of many changes, both in legislation and in branch staff. The first set of amendments to the act became effective January 1, 1984. Information to all groups concerned was disseminated through a province-wide advertising campaign combined with the distribution of six pamphlets outlining the changes in non-technical terms. By July, the branch had received thousands of requests for copies of the pamphlets from individuals as well as major plan sponsors to distribute to their plan members. Approximately 370,000 copies of the pamphlets were printed to meet this demand.

The branch participated in a co-sponsored seminar in January with the Canadian Pension Conference (Manitoba Regional Council) in order to reach major concerned groups. The seminar was conducted in a workshop fashion and staff of the Pensions Branch participated as session leaders, each speaking on specific areas of legislation. The success of this seminar prompted the Pension Branch to become involved with several other organizations in similar co-sponsored activities throughout the year. Branch staff also addressed individual companies and their employees to answer their questions and assist them in complying with the legislation.

Two major staffing developments occured during 1984:

- The Superintendent of Pensions, Mr. A.J. O'Brian, left the Commission in February to pursue a senior executive position with a major Manitoba insurance company. In addition, Mr. R. Youngson, Employee Benefits Analyst, left the Commission in January to accept the position of Assistant Superintendent with the Province of Saskatchewan.
- Wes Peters was appointed Superintendent of Pensions in September and Ms. D. Lyon was appointed Employee Benefits Analyst in July, bringing extensive experience in the area of pensions to these positions.

The Board known as the "Pension Commission" consists of nine members from various walks of life. The following persons were appointed members of the Pension Commission:

*Jean Minish, Chairperson
John Friesen, Vice-Chairperson
Georgia Cordes
George Enns
Paul Hart
William McCallum
*Aidan O'Brien
*Marcel Painchaud
*Wendy Waldman
*Also members of the Multi-Employer Sub-Committee

During 1984, 11 regular Commission meetings were held in addition to six sub-committee meetings, which were established for the review of Multi-Employer plans and legislation.

The Sub-Committee was established in August to address the specific problem areas faced by multi-employer pension plans. It is the intention of the Sub-Committee to review these problems with interested parties before proceeding further.

Late in 1984, Mr. John Friesen advised the Commission of his resignation due to relocation outside of Manitoba. Mr. Friesen had served on the Commission since February, 1979, as a member, and in 1984 as Vice-Chairperson.

Also, late in 1984, Mr. W. McCallum became unable to resume activities as a member of the Pension Commission due to an unfortunate accident.

The second stage of changes to the Act come into effect January 1, 1985. Highlights of these changes are as follows:

1. Death Benefit Before Retirement

   In the event of the death of a married plan member, the member's spouse will receive the death benefit. If the member was vested, this benefit will be used to provide a life annuity for the spouse. The spouse has the right to transfer the benefit to a locked-in R.R.S.P., or to another registered pension plan (if than plan agrees to accept such a transfer), but will not be eligible for a cash refund of any portion of this benefit.

2. 5 Year Vesting and Lock-In

   All benefits in respect of service after January 1, 1985, or in respect of previous service under a plan amendment made after January 1, 1985, will be vested after five years of service. These vested benefits must also be "locked-in" (i.e. used to purchase a pension).

   A requirement for vesting and locking-in from 5 years to 2 years will take effect January 1, 1990.

3. Uni-Sex

   No pension plan shall provide for or permit:
   (a) different rates or amounts of contributions by the members,
   (b) different pensions, annuities or benefits,
   (c) different options as to pensions, annuities or benefits,
   (d) the inclusion in or exclusion from membership in the pension plan of employees,
   based on differences in sex.

4. 50% Maximum Employer Cost Rule

   The employer must pay at least 50% of the commuted value of an employee's pension benefit earned on and after January 1, 1985. The 50% cost rule applies in all calculations involving annuities (ie. death, termination, retirement, disability, or marriage break-up). Any excess employee contributions that were made may be refunded in cash or may be used to increase the amount of the deferred annuity.

Representatives of the various provinces and Federal government have been reviewing the possibility of establishing uniform pension legislation across the country. The objective of uniform pension legislation is to create greater equity within pension plans and provide continuity between the different jurisdictions. The representatives for Manitoba are Mary Eady, Deputy Minister of Labour, Wes Peters, Superintendent of Pensions, and Gudrun Fritz, Research Analyst with the Department of Finance. These jurisdictions, which regulate more than 14,000 employer sponsored pension plans covering 3.5 million employees hope to finalize the details to provide uniform legislative action on most private pension issues in 1985.

In view of the numerous amendments made to improve existing plans, the Branch will be focussing more attention on the establishment and extension of pension plans during 1985/86. Concentrating efforts on this activity will involve direct contact with employer groups who do not have an established pension plan. We hope to initiate interest in establishing a pension plan by educating Manitobans as to the need for pension planning in general. The Pensions Branch is hopeful that it will have the support of Manitobans in its attempts to improve coverage throughout the Province.

Plans Registered

Plans Registered up to December 31, 1983	1,239
New Plans Received January — December, 1984	130
1,369	
Plans Terminated in 1984 (47)	
*Plans Terminated 1976-1983 (388)	(435)
TOTAL Registered Plans	934

*Includes 19 plans transferred to other jurisdictions

Employment Standards

Director R.H. (Bob) Moggey

The Employment Standards Branch is responsible for the administration and enforcement of six Acts and nine Regulations concerning minimum standards in such matters as minimum wage, hours of work, vacations, general holidays, wages and their payment, maternity leave, termination of employment and equal pay.

In doing so, the Branch observes four principal objectives:

- To improve standards relating to the terms and conditions of employment in Manitoba by operating effective enforcement and educational programs
- To increase public awareness of the rights and obligations given employers and employees under law, and the availability of services to uphold those rights
- To establish and maintain a high degree of efficiency in collecting wages by effectively using available resources and manpower
- To establish and maintain effective investigative and enforcement techniques to ensure compliance with existing standards

A prime function of the Branch is the collection of wages found owing to employees. Action to recover wages is taken when a Branch officer finds that wages are owing, or when an Order is issued by the Manitoba Labour Board.

During 1983 the Winnipeg Office handled a total of 56,838 telephone inquiries and 5,435 visits by persons filing complaints or requesting information. The total number of complaints handled increased by 6.7% from 5,133 in 1982-83 to 5,478 in 1983-84. Through an active enforcement program in the Queen's Bench system, wages totalling $163,545.80 were collected on Orders filed into judgement. Total wage adjustments also increased from $761,506.86 in 1982-83 to $775,096.10 in 1983-84.

Over the reporting year the Branch continued to emphasize its educational role in helping the public achieve a better understanding of employment standards legislation. During the year, staff were called upon to give 141 lectures which were attended by 6,839 persons.

The Payment of Wages Fund

The Branch administers The Payment of Wages Fund which was established to protect the wages of employees under Provincial jurisdiction up to a maximum of $1,200.00 in any calendar year.

In this reporting year, a total of $381,162.83 was paid to 827 employees of 132 different companies as a result of wages outstanding due to bankruptcies, receiverships and closures.

The Branch, upon receipt of a complaint for unpaid wages, follows all normal procedures to effect collection. However, if such recovery is not made within a reasonable period of time, the Fund is utilized to ensure payment to employees as quickly as possible.

Table 1

Number Of Inspections Made And Notices Issued Under
The Employment Standards Act, Minimum Wage Regulations,
The Vacations With Pay Act And The Payment of Wages Act — By Industry

November 1, 1983 - October 31, 1984

Industry	Number of Calls and Claim Investigations	Number of Routine Inspections[1]	Estimated Number of Employees in Establishments Investigated and Inspected	Number of Notices Issued	Number of Items Contained In Notices
Forestry	11		15		
Mining	25		49		
Manufacturing	454		2,327		
Trade	2,569		4,169		
Services	5,134	7	5,985	5	5
Transportation	145		120		
Farming	83		51		
Domestic Service	24		34		
Total	8,445	7	12,750	5	5

[1]In the course of a year, more than one inspection may be made of the same establishment.

Table 2

Number Of Inspections Made And Notices Issued Under
The Schedules Of The Construction Industry Wages Act

November 1, 1983 - October 31, 1984

Area of Coverage	Number of Calls and Claim Investigations	Number of Routine Inspections[1]	Estimated Number of Employees in Establishments Investigated and Inspected	Number of Notices Issued	Number of Items Contained in Notices
Greater Winnipeg[2]	758	66	1,903	1	1
Major Building Projects[2]	105	1	86		
Rural Schedule:					
Part I[3]	436	138	214		
Part II[4]	84	61	334		
Part III[5]	125	2	192		
Heavy Construction[6]	764	572	2,606	2	2
Total	2,272	840	5,335	3	3

[1]In the course of a year, more than one inspection may be made of the same establishment.
[2]The Greater Winnipeg and Major Building Contruction Wage Schedule applies to the area within a 30 mile radius of The City of Winnipeg and all major building projects throughout the entire Province.
[3]Rural Manitoba.
[4]Brandon and Portage la Prairie.
[5]The area of north latitude 54° and the Town of The Pas.
[6]The Heavy Construction Wage Schedule applies to heavy construction throughout the entire Province.

Table 3

Report of Wage Adjustments

November 1, 1983 - October 31, 1984

Legislation	Number of Employers Affected	Number of Employees Affected	Total Wage Adjustment
Employment Standards Act			
Section 31[1]	145	321	$ 47,771.62
Section 34[2]	68	237	40,096.25
Section 34(17)[3]	49	83	7,260.73
Section 35[4]	308	442	92,247.73
Part IV[5]	0	0	0
Minimum Wage Regulations			
Greater Winnipeg	124	132	$ 19,105.83
Other	35	52	9,672.75
Payment of Wages Act			
Greater Winnipeg	421	612	$200,763.73
Other	127	145	54,194.82
Construction Industry Wages Act[6]			
Greater Winnipeg	60	119	$ 43,767.11
Major Building Projects	—	—	—
Heavy Construction	33	55	18,794.37
Rural Schedule:			
Part I	25	41	13,740.16
Part II	17	51	18,599.36
Part III	2	2	1,122.53
Vacations With Pay Act	683	1093	$207,959.11
Total	2097	3383	$775,096.10

[1]Payment of Overtime.
[2]Relating to the general holidays provisions respecting employees covered by the Act other than construction workers.
[3]Relating to the general holidays provision for construction workers.
[4]Termination of employment.
[5]Part IV of The Employment Standards Act deals with equal pay provisions.
[6]See Table 2 footnotes 2 through 6.

Table 4

Record of Claims Finalized Under Section 35 Of The Employment Standards Act[1]

November 1, 1983 - October 31, 1984

	Claims Filed With Employment Standards Division			Disposition of Claims by Employment Standards Division				Disposition of Claims Referred to Manitoba Labour Board			
Industry	By Employers	By Employees	Total Claims Filed	Number Of Claims Finalized	Amount Paid To Employees	Amount Returned To Employers	Number Of Claims Not Upheld	Number Of Claims Upheld	Amount Paid To Employees	Amount Returned To Employers	Number Of Claims Not Upheld
Garment Manufacturing	46	17	63	53	2,522.57	7,782.12	8			309.04	2
Other Manufacturing	40	71	111	58	12,361.87	11,040.35	47	5	854.20	1,201.16	1
Transportation	12	16	28	16	3,486.21	3,147.06	9	1		100.00	2
Trade	60	172	232	96	19,887.17	11,149.37	82	20		513.76	34
Service	120	270	390	210	37,096.60	26,757.36	166	8		1,319.85	6
Hotels & Restaurants	136	211	347	199	15,823.36	23,431.95	137	6	126.03	78.23	5
Mining	1	1	2	1	920.00		1				
Forestry	1	1	2				1				1
Domestic	0	2	2	1	150.00		1				
Agriculture	0	1	1				1				
Total	416	762	1,178	634	92,247.73	83,308.21	453	40	980.23	4,232.08	51

[1]Section 35 of The Employment Standards Act prohibits the termination of employment without notice and applies to both employers and employees.

Table 5

Prosecutions Under Legislation Administered By The Employment Standards Division

November 1, 1983 - October 31, 1984

Legislation	Number of Employers Prosecuted	Number of Charges Laid	Number of Convictions on Charges	Number of Charges Stayed	Number of Charges Dismissed	Number of Charges Pending
Employment Standards Act	—	—	—	—	—	—
Minimum Wage Regulations	—	—	—	—	—	—
Construction Industry Wages Act	—	—	—	—	—	—
Vacations With Pay Act	—	—	—	—	—	—
Wages Recovery Act	—	—	—	—	—	—
Payment of Wages Act	9	9	7	nil	nil	2
Department of Labour Act	—	—	—	—	—	—
Total	9	9	7	nil	nil	2

Table 6

Number of Construction Industry Complaints
By Type Under The Schedules Of
The Construction Industry Wages Act, The Vacations With Pay Act
And The Employment Standards Act (Section 34[17])

November 1, 1983 - October 31, 1984

	Type of Complaint			
Area of Coverage[1]	Wages	Vacation Pay	General Holiday Pay	Total
Greater Winnipeg and Major Building Projects	225	101	33	359
Rural Schedule:				
Part I	42	13	9	64
Part II	16	2	2	20
Part III	10	7	4	21
Heavy Construction	57	37	9	103
Total	350	160	57	567

[1]See Table 2 footnotes 2 through 6

Table 7

Number Of Complaints By Type And Industry Under
The Vacations With Pay Act, The Employment Standards Act,
The Minimum Wage Regulations And The Payment Of Wages Act

November 1, 1983 - October 31, 1984

	Type of Complaint					
Industry	Vacation Pay	Equal Pay	Wages	Termination	Holiday Pay	Total
Forestry	3	0	13	0	0	16
Mining	10	0	10	2	0	22
Garment Manufacturing	56	0	69	67	4	196
Other Manufacturing	103	0	123	108	18	352
Transportation and Storage	22	0	40	26	3	91
Trade	346	0	412	281	35	1,074
Service Stations	32	0	70	37	4	143
Hotels and Restaurants	314	0	519	440	73	1,346
Other Services	457	0	746	348	95	1,646
Farming	2	0	11	2	0	15
Domestic	0	0	10	0	0	10
Equal Pay	0	0	0	0	0	0
Total	1,345	0	2,023	1,311	232	4,911

[1]Excluding Construction (See Table 6).

Table 8

Total Number Of Complaints By Type Under
The Construction Industry Wages Act, The Vacations With Pay Act,
The Employment Standards Act, The Minimum Wages Regulations
And The Payment Of Wages Act

November 1, 1983 - October 31, 1984

		Type of Complaint				
Year	Wages	Vacation Pay	Termination Pay	General Holiday Pay	Equal Pay	Total
1980-81	2,248	1,379	1,629	269	1	5,526
1981-82	2,354	1,642	1,541	272		5,809
1982-83	2,213	1,327	1,315	247	1	5,133
1983-84	2,373	1,505	1,311	289		5,478

Table 9

Special Permits And Licences Issued By The Employment Standards Branch

November 1, 1983 - October 31, 1984

The Employment Standards Act And The Minimum Wage Regulations	
Child Employment	429
Handicapped Workers	0
Change of Pay Period	0
Employment Agency Licences	27
Total	456

Table 10

Number of Judgements Filed

November 1, 1983 - October 31, 1984

The Payment of Wages Act		
1. Judgements Filed During Period	272	$452,487.50
2. Wages Collected on Judgements Filed During Period		38,769.49
3. Wages Collected on Judgements Outstanding at Beginning of Period		$124,776.31
4. Judgements Outstanding[1]	899	1,329,806.33

[1]Judgements outstanding refer to those outstanding at the end of period as compared with those filed during the period.

Table 11

Number of Letters Typed

November, 1983	1,026
December, 1983	968
January, 1984	910
February, 1984	885
March, 1984	900
April, 1984	745
May, 1984	819
June, 1984	804
July, 1984	1,024
August, 1984	775
September, 1984	755
October, 1984	963
Total	10,574
Payment of Wages Fund	7,443
Total	18,017

Table 12

Remembrance Day Permits Issued For

November 11, 1984

Urban	4
Rural	1
Total	5

Table 13

November 1, 1983 - October 31, 1984

Month	Telephone Calls	005 In-Person
November, 1983	4,988	602
December, 1983	4,905	494
January, 1984	4,749	357
February, 1984	4,797	461
March, 1984	4,910	499
April, 1984	4,188	305
May, 1984	4,754	404
June, 1984	4,598	460
July, 1984	4,621	375
August, 1984	4,865	535
September, 1984	4,500	500
October, 1984	4,963	443
Total	56,838	5,435

[1]On two enquiry telephones only — excludes calls on other lines.
[2]Winnipeg Office only — records not available for Brandon and Thompson.

Table 14

The Payment of Wages Fund

November 1, 1983 - October 31, 1984

	Number of Employers	Number of Employees	Amount Paid	Amount Recovered
Bankruptcies	29	295	114,767.97	57,597.72
Receiverships	17	279	148,525.93	22,781.42
Closures	67	217	97,946.21	12,179.70
Business Still Operating	19	36	19,922.72	6,818.15
Total	132	827	381,162.83	99,376.99

Conciliation and Mediation Services

Maurice Eylofson, Executive Director

The broad goal of the Conciliation and Mediation Services Branch is to promote and maintain harmonious labour-management relations in Manitoba. In doing so, the Branch has five objectives:

- To respond to applications for conciliation assistance upon request from labour and or management when there is an impasse in direct negotiations
- To avert work stoppages through third party assistance
- To assist in resolving work stoppage situations which have developed
- To assist in resolving teacher school board disputes upon request from the Minister of Education
- To increase public awareness of the function of conciliation services through seminars and classroom participation

The Branch's main activity, as its name indicates, is to provide conciliation services to employers and employees, since third party assistance can often help to resolve disputes in the collective bargaining process. In order to enhance free collective bargaining and to make the parties more responsible, conciliation was made voluntary in 1973. Conciliation assistance may be requested by either or both parties under the Labour Relations Act.

The Branch's focus and direction are to continue to provide assistance through conciliation where requests are made during difficult collective bargaining situations, and to provide guidance and information on labour relations matters to those groups or individuals where the need may arise.

During the reporting year, November 1, 1983 to October 31, 1984, there were 8 work stoppages involving 1,780 bargaining unit workers, which accounted for 61,397 lost working days. The numbers of work stoppages was up by one, and the number of workers involved and lost working days was also up due primarily to the work stoppage situation in the meat processing industry in a number of jurisdictions in Canada.

In Manitoba, the meat processing industry accounted for 60,056 lost working days or over 97% of all the lost working days due to strike action. This industry also accounts for 81% of all employees directly affected by this action in Manitoba. It may be noted that Manitoba was free of work stoppages during 5 of the 12 reporting months.

Approximately 880 bargaining units, party to a collective agreement, came up for negotiations in the reporting year. Work stoppage reflects less than one percent of these units.

Provincial Conciliation Officers were active in 185 assignments which included 226 bargaining units and 30,648 organized employees. Of this total 149 assignments came under the Labour Relations Act and 36 under the Public Schools Act. Three assignments were finalized by the Manitoba Labour Board under first contract legislation, and one assignment (Winnipeg Firefighters) was settled under the Firefighters Arbitration Act.

Under the Public Schools Act, five assignments were referred to binding arbitration while 31 assignments were settled at the conciliation or post conciliation level.

The reporting year saw considerable study for new legislation and preparation for grievance mediation in 1985. Conciliation and Mediation Services continue to seek every avenue to improve and promote good relations in both organized labour and management.

Table 1

Statistics Relating To Conciliation Services
Under The Labour Relations Act

November 1, 1983 - October 31, 1984

Assignments carried over from the previous year	30
Assignments received during the reporting year[1]	119
Total assignments in process during reporting year	149
Assignments disposed of during the reporting year	
(a) Settled in conciliation without work stoppage	94
(b) Settled following work stoppage[2]	7
(c) Conciliation suspended	2
(d) Received first contract from Manitoba Labour Board	3
(e) Applied for and received Arbitration[3]	1
Assignments being processed at end of reporting year	42
Percentage of assignments finalized without work stoppage	93.5%
Total number of employees involved	23,861

Note: 1. Due to central table bargaining which reflects 119 requests for conciliation, there were 190 bargaining units in conciliation, a number of which required individual attention.
2. There were six strike situations and one lockout.
3. City of Winnipeg Firefighters applied for arbitration under The Firefighters Arbitration Act.

Table 2

Statistics Relating To Conciliation Services
Under The Public Schools Act

November 1, 1983 - October 31, 1984

Assignments received during the reporting year		36
(A) Settled in Conciliation	24	
(B) Settled following C/O Report (Post Conciliation)	7	
(C) Referred to Arbitration	5	
Number of Teachers affected		6,787
Percentage of Settlements prior to Arbitration		86.1%

Table 3

Number Of Work Stoppages, Workers Involved And
Working Days Lost By Industry

November 1, 1983 - October 31, 1984

Industry	Number of Work Stoppages	Estimated Number of Workers Involved	Estimated Number of Working Days Lost
Manufacturing	5	1,491	60,504
Service	3	289	893
Total	8	1,780	61,397

Table 4

Number Of Work Stoppages, Workers Involved And
Working Days Lost By Year

1979 - 1984

Year	Number of Work Stoppages	Estimated Number of Workers Involved	Estimated Number of Working Days Lost
1979-80	50	4,075	72,593
1980-81	35	5,785	122,486
1981-82	12	2,940	74,142
1982-83	7	475	19,705
1983-84	8	1,780	61,397

Apprenticeship and Training

George White, Director

The Apprenticeship and Training Branch is responsible for the development and administration of two major programs and service areas.

1. Apprenticeship Training and Trades Qualifications.
2. Examination and Licencing of Hairdressers, Beauticians and Barbers.

The development and administration of those programs and service areas occurs within the context of one general branch objective and three operational objectives:

- Utilize various training modes to ensure that all Manitobans have the opportunity to enter apprenticeship and other forms of skill training accreditation acceptable to industry.
- Ensure women, immigrants, natives, disabled and others have the opportunity to access skill training.
- Ensure that the changing needs of industry are reflected in the design and delivery of training, maintenance of skill standards and the designation of occupations.
- Facilitate the expansion and promotion of skill training.

In the pursuit of its objectives, the Apprenticeship and Training Branch undertakes responsibility for administering three Acts and their accompanying Regulations.

1. The Apprenticeship and Tradesmen's Qualifications Act.
2. The Barbers Act.
3. The Hairdressers Act.

As part of its mandate, the Branch continues to undertake a wide range of activities with respect to training and certification including:

- processing of apprenticeship applications;
- registering of apprenticeship agreements;
- counselling apprentices and prospective apprentices;
- monitoring job based training;
- scheduling institutional training components;
- development and revision of institutional and job based training curriculum;
- development and administration of examinations;
- issuance of certificates of qualification;
- promotion for the increased utilization of apprenticeship training;
- exploring the potential for expansion of apprenticeship training into new occupational areas;
- maintaining effective liaison with both employee and employer users of apprenticeship training and ensuring their meaningful input into the program's development through trade advisory committees;
- conducting examinations and issuing licences directed towards the upgrading and maintenance of skill standards for barbers and hairdressers.

In the past year, increased emphasis has been placed upon encouraging the participation of those employers who have not recently trained apprentices or who have had no experience with the program. Recent experience has shown that there are more persons wishing to apprentice in a trade than there are employment opportunities to facilitate such training. Effective liaison with the federal Critical Trade Skills Training Program has continued, urging employers to train more apprentices.

Emphasis has continued to be placed on the role of industry in program development activities. The input of both employers and tradespersons is critical to the development of realistic training programs designed to meet the needs of program users. This was evidenced by efforts undertaken to update training curricula in trades such as industrial electrician, industrial mechanic, power electrician, industrial instrument mechanic and heavy duty equipment mechanic. Aircraft mechanic was a new occupation brought into full reality in 1984. With the help of industry, the in-school training program was prepared for delivery at the Stevenson Technical Training Centre.

The Minister designated Cooks and Bakers as apprenticeable occupations in 1984. The Branch is presently in discussion with four industrial sectors about the possibility of apprenticeship. The Branch is identifying a wide variety of occupations where apprenticeship training would be beneficial.

The Women in Trades Training program was continued in 1984. The program is designed to provide counselling to prospective female apprentices and financial incentives to employers in an effort to increase the participation of women in non-traditional trade related employment. Financial incentives are directed towards reimbursement of 50% to 100% of wage costs during structured training periods of up to 52 weeks in duration. The program acts as a lead into longer apprenticeship training.

Changes at the community colleges resulted in Apprenticeship taking an active consultative role as the colleges convert their system to an Individualized Competency Based Learned model. Since 1979, the Branch has been designing its curriculum in the competency based model and this experience has proved helpful to the colleges. These changes have resulted in an increased demand for the conversion of the older apprenticeship curriculum to the competency based model to facilitate further adaptations at the college.

The Branch received permission this year to decentralize two of its vacant positions as outreach offices in The Pas and Dauphin. The new offices will mean better service to apprentices and employers in the regions. It has been arranged that the Brandon Office be relocated to premises within Assiniboine Community College. This will ensure closer contact with the apprentices as they do their in-school training.

The Branch, in co-operation with other government departments and agencies, is assisting in the documentation of skills availability in the north. On the basis of the documentation and assessment, Apprenticeship will assist in the design of relevant training and trades upgrading to ensure that northerners are prepared for the jobs that may result from the hydro projects. The Branch has also established a procedure of assigning apprenticeship levels for technical and experimental learing to ensure that individuals are job ready for these projects. This whole process will benefit the northern communities as their residents will become certified in a variety of areas.

Table 1

Apprenticeship Registrations, Cancellations and Completions

November 1, 1983 - October 31, 1984

Designated Trade	Apprentices Active as at Nov. 1 83	Registrations Year Ending Oct. 31 84	Cancellations Year Ending Oct. 31 84	Completions Year Ending Oct. 31 84	Apprentices Active as at Oct. 31 84
Aircraft Mechanic		14			14
Boilermaker	34	13		13	34
Bricklayer	29	9	3	7	28
Carpenter	257	97	39	59	256
Construction Electrician	246	90	10	65	261
Drywall Mechanic	5				5
Electric Motor Winder	4	1			5
Glazier	2	1			3
Heavy Duty Equipment Mechanic	345	140	27	65	393
Industrial Electrician	105	15	9	49	62
Industrial Instrument Mechanic	32	4		13	23
Industrial Mechanic	167	30	7	85	105
Industrial Welder	47	33	5	9	66
Lather	9	5		1	13
Machinist	110	30	22	32	86
Miner	4		1	2	1
Motor Vehicle Body Repairer	116	62	10	25	143
Motor Vehicle Mechanic	345	136	39	87	355
Mould and Pattern Maker		3		2	1
Painter and Decorator	39	13	5	7	40
Plumber	175	51	17	33	176
Power Electrician	48	7	2	6	47
Refrigeration and Air Conditioning Mechanic	70	21	9	12	70
Roofer	3	1	1		3
Sheet Metal Worker	60	10	10	12	48
Sprinkler and Fire Protection Installer	21		5	5	11
Steamfitter	76	17	8	13	72
Steel Fabricator	86	46	7	25	100
Tool and Die Maker	28	4	5	3	24
Total	2,463	853	241	630	2,445

Table 2

Apprenticeship Registrations, Cancellations and Completions By Year

1980-1984

Year	Registrations	Cancellations	Completions	Active at End of Each Year
1979-80	1,108	432	604	2,889
1980-81	960	384	610	2,855
1981-82	913	365	640	2,763
1982-83	591	253	638	2,463
1983-84	853	241	630	2,445

Table 3

Geographical Location of Apprentices

Active at October 31, 1984

Designated Trade	City of Winnipeg	Remainder of Province	Total
Aircraft Mechanic	4	10	14
Boilermaker	32	2	34
Bricklayer	14	14	28
Carpenter	149	107	256
Construction Electrician	175	86	261
Drywall Mechanic	5	—	5
Electric Motor Winder	3	2	5
Glazier	—	3	3
Heavy Duty Equipment Mechanic	176	217	393
Industrial Electrician	35	27	62
Industrial Instrument Mechanic	2	21	23
Industrial Mechanic	53	52	105
Industrial Welder	15	51	66
Lather	13	—	13
Machinist	60	26	86
Miner	—	1	1
Motor Vehicle Body Repairer	85	58	143
Motor Vehicle Mechanic	192	163	355
Mould and Pattern Maker	1	—	1
Painter and Decorator	30	10	40
Plumber	115	61	176
Power Electrician	14	33	47
Refrigeration and Air Conditioning Mechanic	53	17	70
Roofer	2	1	3
Sheet Metal Worker	41	7	48
Sprinkler and Fire Protection Installer	11	—	11
Steamfitter	57	15	72
Steel Fabricator	100	—	100
Tool and Die Maker	21	3	24
Total	1,458	987	2,445

Table 4

Certificates Issued Under The Apprenticeship And Tradesmen's Qualifications Act

Designated Trade	Certificates Issued to Apprentices Nov. 1 83 to Oct. 31 84	Certificates Issued to Apprentices Since Designation of Trade	Certificates Issued to Tradesmen (Other than Apprentices) Nov. 1 83 to Oct. 31 84	Certificates Issued to Tradesmen (Other than Apprentices) for Time Served or by Examination Since Designation of Trade
Aircraft Mechanic	—	—	—	—
Boilermaker	13	88	—	164
Bricklayer	9	333	—	9
Building Construction Crane Operator	—	—	24	24
Carpenter	60	1,511	3	643
Construction Electrician	65	2,343	—	46
Drywall Mechanic	—	14	1	90
Electric Motor Winder	—	33	—	29
Glazier	—	7	2	41
Heavy Duty Equipment Mechanic	64	740	26	413
Industrial Electrician	49	414	3	112
Industrial Instrument Mechanic	13	86	1	81
Industrial Mechanic	84	799	16	593
Industrial Welder	9	99	3	264
Lather	1	37	—	6
Machinist	31	262	6	325
Miner	2	34	1	614
Motor Vehicle Body Repairer	25	422	3	85
Motor Vehicle Mechanic	87	2,068	37	1,877
Mould and Pattern Maker	2	2	—	—
Painter and Decorator	7	420	6	461
Plasterer	—	130	—	15
Plumber	33	1,229	2	410
Power Electrician	6	15	—	81
Refrigeration and Air Conditioning Mechanic	12	194	1	120
Roofer	—	—	1	63
Sheet Metal Worker	12	406	—	137
Sprinkler and Fire Protection Installer	5	73	—	28
Steamfitter	13	313	2	158
Factory Woodworker	—	68	—	21
Steel Fabricator	25	86	—	87
Tool and Die Maker	3	16	2	31
Total	630	12,242	140	7,028

Table 5

Number of Apprentices Attending Technical School

November 1, 1983 — October 31, 1984

Designated Trade	Attending Full Time
Aircraft Mechanic	11
Boilermaker	27
Bricklayer	10
Carpenter	218
Construction Electrician	229
Drywall Mechanic	
Electric Motor Winder[1]	4
Glazier[2]	2
Heavy Duty Equipment Mechanic	321
Industrial Electrician	80
Industrial Instrument Mechanic	32
Industrial Mechanic	156
Industrial Welder	53
Lather	
Machinist	69
Miner	
Motor Vehicle Body Repairer	111
Motor Vehicle Mechanic	317
Mould and Pattern Maker	3
Painter and Decorator	30
Plumber	128
Power Electrician	42
Refrigeration and Air Conditioning Mechanic	58
Roofer	
Sheet Metal Worker	30
Sprinkler and Fire Protection Installer	7
Steamfitter	29
Steel Fabricator	71
Tool and Die Maker	6
Total	2,044

[1] [2]Attended classes at the Southern Alberta Institute of Technology, Calgary, Alberta.

Table 6

Examinations For Certification Conducted Under The
Apprenticeship And Tradesmen's Qualifications Act

November 1, 1983 — October 31, 1984

Designated Trade	Apprentices		Non-Apprentices	
	Number Examined	Number Passed	Number Examined	Number Passed
Aircraft Mechanic				
Boilermaker	29	25		
Bricklayer	7	7		
Carpenter	62	56	31	8
Crane Operator				
Conventional Base			27	26
Hydraulic			25	24
Tower				
Construction Electrician	63	63	2	1
Drywall Mechanic			1	1
Electric Motor Winder				
Glazier			3	2
Heavy Duty Equipment Mechanic	91	79	44	20
Industrial Electrician	50	47	8	4
Industrial Instrument Mechanic	12	12	1	
Industrial Mechanic	103	94	32	13
Industrial Welder			9	3
Lather				
Machinist	35	35	16	3
Miner			2	2
Motor Vehicle Body Repairer	34	29	1	1
Motor Vehicle Mechanic	92	87	67	26
Mould and Pattern Maker	3	3	1	
Painter and Decorator	7	7	15	3
Plasterer				
Plumber	45	30	8	2
Power Electrician	2	2	5	5
Refrigeration and Air Conditioning Mechanic	11	11	2	
Roofer				
Sheet Metal Worker	17	17	1	
Sprinkler and Fire Protection Installer	6	3		
Steamfitter	16	14	3	2
Steel Fabricator	24	23	2	
Tool and Die Maker	5	4	4	
Total	714	648	310	146

Table 7

Statistics Relating To The Administration Of
The Barbers Act

November 1, 1983 — October 31, 1984

Barbers Examining Board — Meetings	5
Candidates Examined	34
Master Barber Licences Issued	23
Journeyman Barber Licences Issued	24
Improver Barber Licences Issued	25

Barbers' Licences are renewable in odd-numbered years.

Table 8

Statistics Relating To The Administration Of
The Hairdressers Act

November 1, 1983 — October 31, 1984

Hairdressers Examining Board — Meetings	53
Candidates Examined	878
Salon Owner Licences Issued	424
Absentee Owner Licences Issued	93
Total Salon Licences Valid as of October 31, 1984	517
Operator Licences Issued	3,642
Student Licences Issued	292
Beauty Treatment Licences Issued	219
Manicurist Licences Issued	97

Hairdressers' Licences are renewable in even-numbered years.

RESEARCH AND PLANNING

Jim Nykoluk
Director

Research and Planning

Jim Nyloluk, Director

Research and Planning conducts studies and provides assistance in support of effective planning, management and policy development for the Department. Major responsibilities include the analysis of labour relations trends and policy issues and the provision of operational research and technical assistance. The Branch is also responsible for developing and coordinating the departmental planning process.

As a result of the reorganization within the provincial government last year, responsibility for labour market information was transferred to the Department of Employment Services and Economic Security.

Specific duties of the branch include:

- Providing background information and data on working conditions and labour relations.
- Analyzing trends and assessing future changes in labour relations conditions in Manitoba and other parts of Canada.
- Providing development and support for departmental planning.
- Assessing needs and developing Management Information Systems within the Department.
- Analyzing policy issues.
- Conducting research and analysis of departmental operations and programs.
- Maintaining a research library.
- Providing research and technical assistance to the department and external labour-management committees of the department.
- Representing departmental interests and concerns in interdepartmental and intergovernmental work.

Major projects and activities which were undertaken by Research and Planning during the past year include:

Analysis of Data on the Labour Relations Climate and the Provision of Information to Facilitate Collective Bargaining

The Branch conducts research on an ongoing basis in the labour relations area by examining trends, conditions and issues in both Manitoba and Canada. Specific topics of research during the last year included: work stoppages, minimum wages, wage and salary information, union membership statistics and statistical information flowing from the analysis of collective agreements.

A calendar of collective agreement expirations providing information on the number, nature and timing of collective bargaining situations in the province was compiled.

An analysis of the provisions found in over 650 collective agreements was also carried out during the summer of 1984, with the information compiled in "Major Provisions and Negotiated Working Conditions in Manitoba Collective Agreements." This document contains useful information for labour relations practitioners throughout the country.

In addition, work was undertaken towards the implementation of a regular reporting system to summarize major settlements and provisions in a sample of collective agreements. Work was also initiated on a computerized system which will provide a comprehensive data base concerning labour relations activities in the province.

Analysis of Labour Relations Trends and Developments

Research and Planning has continued to monitor and analyze national and provincial economies to assess impacts on labour relations and to assess future trends. Last year, major activities included the analysis of Conference Board of Canada economic forecasts and the assessment of general trends in wages and working conditions.

Development and Support for Departmental Planning

During the past year, work continued on the development of a process of formalized and participative planning within the department. The objectives of departmental planning are to enhance efficient use of resources and the effective delivery of programs and services to the public.

Research and Planning was given the lead role for developing and coordinating the process. Staff provided guidance and assistance on planning to branches within the department, organized seminars and workshops, and prepared background reference material.

Each branch prepared role and mission statements, identified key issues, and developed proposal on new programs and opportunities for the improvement of branch operations.

Management Information Systems and Operational Research

The Research and Planning Branch is responsible for assessing needs and recommending action to the departmental Executive regarding the enhancement of operations through the introduction of computer technology or improved management procedures and techniques. During the year, special studies were conducted for Employment Standards, Apprenticeship Training, the Manitoba Labour Board, and the Manitoba Fire College in Brandon. These reviews addressed the need to improve the existing manual information systems and procedures and to improve the internal efficiency and effectiveness of operations.

To this end, Research & Planning commenced action on major information systems design and development projects for the Manitoba Labour Board, Employment Standards and Apprenticeship Training Branch. Included in these projects will be detailed reviews of branch operations and procedures, assessments of their requirements, development of the necessary computer systems and their implementation within the branches.

In addition, the Research & Planning Branch conducted an organizational review of the Office of the Fire Commissioner and Mechanical and Engineering Branch to address operational and related concerns.

Provision of Policy Analysis, Research and Technical Support

During the past year, Research and Planning prepared background papers, briefing notes and reports on labour issues to support the development of departmental policies and programs. Research and Planning also provided research assistance and technical support to divisions within the Department and the Women's Directorate. Research and support services were also provided for external departmental efforts, namely the Labour -Management Review Committee and the Interim Board for the Workplace Innovation Centre. The Branch also participated in a number of interdepartmental task forces.

The Branch houses a departmental Library on Labour relations issues and related materials. This material is available for use by departmental and other government employees.

In addition, the branch responds to numerous requests for information in the labour area from unions, management, the university sector and the general public.

Manitoba Women's Directorate

Jean Kopstein, Executive Director

The Manitoba Women's Directorate, established in January 1984, is an outgrowth of the former Women's Bureau. The Women's Directorate was formed to co-ordinate the research, development, communication and evaluation of government programs, policies and legislation in order to ensure the enhancement of the status of women in Manitoba.

The Directorate accomplishes its mission by assuming a leadership role in supporting the Minister responsible for the Status of Women and in assisting government departments, crown corporations, institutions, health facilities, the private sector, and the community, to reduce systemic discrimination and increase equal opportunities for women.

The programs and policies of the Women's Directorate reflect the needs of women of Manitoba from economic, political, societal and legal perspectives, as directed by the government, through the Minister responsible for the Status of Women.

The Directorate has four major responsibilities:

Policy and Research

Government legislation, policies and programs, are analyzed and recommendations are made to ensure women's views and interests are fully represented.

Programs

Special programs and projects may be initiated, developed, co-ordinated and monitored to address systemic discrimination and inequality issues.

Communication

Information on the issues of concern to women is communicated to all government departments including government policy respecting these issues and to the public.

Consultation is provided to the private sector, unions and individuals.

A bi-monthly newsletter, "About Women" and reports on topics of interest to women are published.

Resource Centre

The Resource Centre is expanding to provide up-to-date information on women's issues, providing this information on request to the public and to government. The Directorate participates in special events and displays to inform the public on issues and progress of the status of women.

During April 1 — August 1, 1984, the Women's Directorate was involved in:

- winding down the discontinued activities of the Women's Bureau.
- assisting other agencies offering services relevant to women's needs.
- participating in Federal Provincial/Territorial working groups, conferences, etc.
- acting as a source of referral information.
- consulting with community groups on issues of concern to women.
- performing ground work in preparation for moving offices to more appropriate quarters.

With the appointment of the Executive Director late in August 1984, the Directorate assumed a new direction with new responsibilities as authorized by Cabinet.

Much time was spent on developing the frames of references for the new mandate, developing new role and mission statements, setting objectives, designing and developing new job descriptions and job reclassifications.

Policy & Research

A number of discussion papers were submitted to the Directorate for review. These papers were analysed with a view to measuring proposed new policies as to their impact on women.

The Directorate staff participates on a number of interdepartmental working groups which develop and recommend policies and program implementation strategies in areas such as:

- effective performance management within the Civil Service.
- systemic gender discrimination in government departments.
- child abuse.

Programs

Program initiatives include:

- pilot projects to assist government departments (one such project deals with systemic gender discrimination from policy to program).
- the development of a funding mechanism to sponsor women's seminars.
- the co-ordination of a conference for high school students dealing with economic independence and equality in relationships.

Communications

Women's Directorate staff participated in workshops, seminars, conferences as designers, presenters, facilitators and participants. Topics included:

1. Economic Status of Women in the Labour Market.
2. Awareness of Systemic discrimination.
3. Verbal/Non-Verbal Communication.
4. Assertiveness Techniques.
5. Business Development.
6. Entrepreneurship.

Contact is being initiated with various government officials, (Federal and Provincial) women's groups, media personnel and students.

Staff participates on a variety of committees such as:

- Provincial Advisory Council on Child Abuse
- Conference on Aging
- Project Prevention

Resource Centre

This department is in the process of developing and expanding library facilities including, audio-visual and printed materials covering all areas of concern to women. During 1984 staff co-ordinated and presented display booths at a number of conferences (e.g. ORT and Business Women's Week). Other responsibilities of this unit were the researching of materials/information for specific activities/projects of the Directorate (e.g. anti-poverty articles, sexual harassment policies, co-operative - Women and Business Training and Education information).

Brandon

The Brandon office of the Women's Directorate offered a wide range of services and programs in Western Manitoba. This office is gradually assuming its new responsibilities in the areas of research, programs and communications. The Brandon office offers services and performs duties similar to the Winnipeg office. This regional office does, however, pay particular attention to issues relative to rural and farm women.

The office has re-organized its resource centre and continues to be a source of information and ideas for many women's groups and speakers including Women's Institutes, Professional Women's Groups, Extension Home Economists, Heal Educators, School Counsellors and the Y.W.C.A. This office acts as a catalyst and consultant for many rural women's workshops and conferences put on throughout the province.

Department of Labour
Expenditure Summary
By Appropriation
Year Ended March 31, 1984

Appro. No.	Service	1983/84 Actual ($)	1983/84 Estimate ($)	Variance ($)	Explanation Number
11-1	General Administration*				
	a) Minister's Salary	19,413.06	19,600.00	(186.94)	
	b) Administration				
	1. Salaries	1,214,313.40	1,218,400.00	(4,086.60)	
	2. Other Expenditures	465,668.40	394,700.00	70,968.40	
	c) Women's Bureau				
	1. Salaries	218,862.40	248,300.00	(29,437.60)	
	2. Other Expenditures	29,317.78	40,500.00	(11,182.22)	1.
	d) Research and Planning				
	1. Salaries	307,135.29	334,900.00	(27,764.71)	
	2. Other Expenditures	49,725.80	63,300.00	(13,574.20)	2.
	Total 11-1	2,304,436.13	2,319,700.00	(15,263.87)	
11-2	Labour/Industrial Relations				
	a) Pension Commission				
	1. Salaries	206,452.47	223,600.00	(17,147.53)	
	2. Other Expenditures	48,499.88	44,000.000	4,499.88	
	b) Mechanical & Engineering				
	1. Salaries	1,638,683.57	1,720,300.00	(81,616.43)	
	2. Other Expenditures	265,211.94	299,900.00	(34,688.06)	
	c) Fire Prevention				
	1. Salaries	1,090,320.41	1,193,900.00	(103,579.59)	
	2. Other Expenditures	345,419.60	376,100.00	(30,680.40)	
	d) Employment Standards				
	1. Salaries	922,365.59	939,000.00	(16,634.41)	
	2. Other Expenditures	134,120.42	77,200.00	56,920.42	3.
	3. Payment of Wages Fund	412,129.46	700,000.00	(287,870.54)	4.
	e) Manitoba Labour Board				
	1. Salaries	215,692.29	262,500.00	(46,807.71)	
	2. Other Expenditures	83,042.80	50,800.00	32,242.80	5.
	f) Conciliation Services				
	1. Salaries	262,471.55	274,500.00	(12,028.45)	
	2. Other Expenditures	23,289.66	18,300.00	4,989.66	6.
	Total 11-2	5,647,699.64	6,180,100.00	(532,400.36)	
11-3	Employment Services**				
	a) Apprenticeship				
	1. Salaries	631,915.56	701,000.00	(69,084.44)	
	2. Other Expenditures	196,587.54	384,400.00	(187,812.46)	7.
	Total 11-3	828,503.10	1,085,400.00	(256,896.90)	
11-4	Expenditures Related to Capital Assets				
	a) Acquisition/Construction of Physical Assets	91,331.04	85,000.00	6,331.04	
	Total 11-4	91,331.04	85,000.00	6,331.04	
	Total Expenditures	8,871,969.91	9,670,200.00	(798,230.09)	

* In addition to the details shown for labour, the original estimates for 1983/84 included $612,300.00 for Employment Services programs which were transferred to the Department of Employment Services and Economic Security when it was established in November 1983.

** In addition to the details shown for Labour, the original estimates for 1983/84 included $7,352,900.00 for Employment Services programs which were transferred to the Department of Employment Services and Economic Security.

Explanation Number

1. The under-expenditure resulted from the fact that certain projects which had been planned for the year were not undertaken due to a review of the role and mandate of the Bureau. The review resulted in a revised mandate and a new name — the Women's Directorate.
2. The under-expenditure reflects the fact that $9,500 was encumbered under the 1.5% Reprioritization Exercise, resulting in reduced expenditures on computer applications.
3. The additional expenditures reflect the acquisition of micro-computers and related equipment for a Branch Information System, additional charges for legal services, additional charges for advertising changes in legislation and a general increase in operating costs.
4. The under-expenditure reflects the reduced requirement for payouts from the Payment of Wages Fund due to the reduced incidence of receivership and bankruptcies in Manitoba during the fiscal year.
5. The additional expenditures reflect the acquisition of word-processing and related equipment and furniture, the increased number of Board meetings, and increased travel costs.
6. The additional expenditures reflect additional costs of travel and accommodation related to assignments in the North.
7. The under-expenditure reflects a Federal Government funding withdrawal resulting in changes to the Women in Trades Program.